Department of the Army
Preparing for Retirement Seminar

Updated January 2012

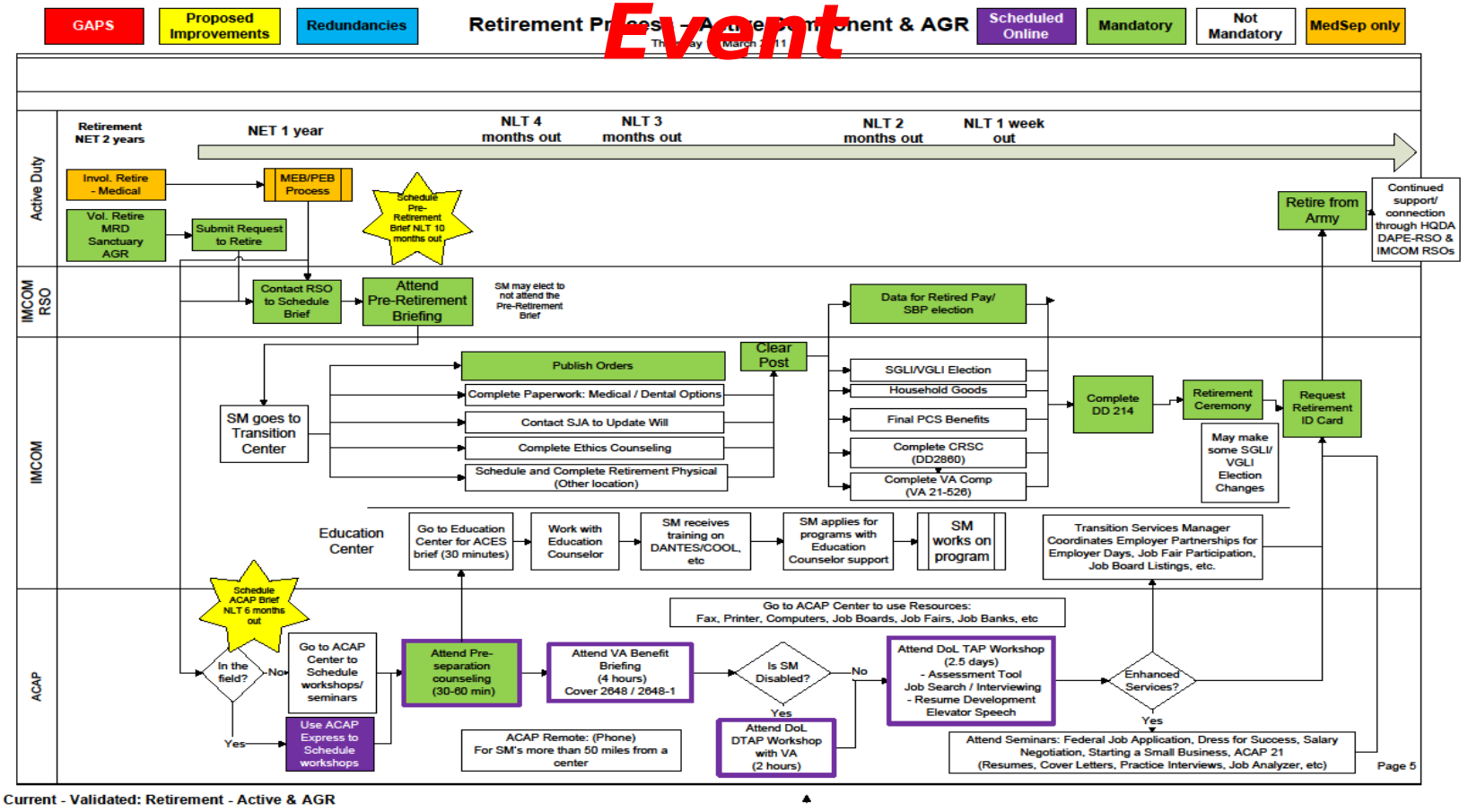
Army G-1 Retirement Services Office

Purpose

To provide an overview of the planning needed to prepare for retirement.

NOTE: This briefing is not designed to replace the Army Pre-Retirement briefing provided by Retirement Services Officers!

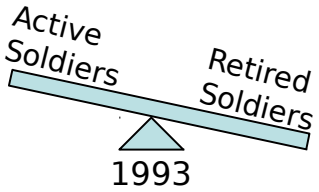
Retirement is a Process, NOT an Event


GAPS
Proposed Improvements
Redundancies
Scheduled Online
Mandatory
Not Mandatory
MedSep only
Active Duty
IMCOM RSO
IMCOM
ACAP
Retirement NET 2 years
NET 1 year
NLT 4 months out
NLT 3 months out
NLT 2 months out
NLT 1 week out
Invol. Retire - Medical
Vol. Retire MRD Sanctuary AGR
MEB/PEB Process
Submit Request to Retire
Schedule Pre-Retirement Brief NLT 10 months out
Contact RSO to Schedule Brief
Attend Pre-Retirement Briefing
SM may elect to not attend the Pre-Retirement Brief
Retire from Army
Continued support/ connection through HQDA DAPE-RSO & IMCOM RSOs
Data for Retired Pay/ SBP election
Clear Post
Publish Orders
Complete Paperwork: Medical / Dental Options
Contact SJA to Update Will
Complete Ethics Counseling
Schedule and Complete Retirement Physical (Other location)
SM goes to Transition Center
SGLI/VGLI Election
Household Goods
Final PCS Benefits
Complete CRSC (DD2860)
Complete VA Comp (VA 21-526)
Complete DD 214
Retirement Ceremony
May make some SGLI/ VGLI Election Changes
Request Retirement ID Card
Education Center
Go to Education Center for ACES brief (30 minutes)
Work with Education Counselor
SM receives training on DANTES/COOL, etc
SM applies for programs with Education Counselor support
SM works on program
Transition Services Manager Coordinates Employer Partnerships for Employer Days, Job Fair Participation, Job Board Listings, etc.
Schedule ACAP Brief NLT 6 months out
In the field?
No
Yes
Go to ACAP Center to Schedule workshops/ seminars
Use ACAP Express to Schedule workshops
Go to ACAP Center to use Resources: Fax, Printer, Computers, Job Boards, Job Fairs, Job Banks, etc
Attend Pre-separation counseling (30-60 min)
Attend VA Benefit Briefing (4 hours) Cover 2648 / 2648-1
Is SM Disabled?
No
Yes
Attend DoL TAP Workshop (2.5 days) - Assessment Tool Job Search / Interviewing - Resume Development Elevator Speech
Enhanced Services?
Yes
Attend DoL DTAP Workshop with VA (2 hours)
ACAP Remote: (Phone) For SM's more than 50 miles from a center
Attend Seminars: Federal Job Application, Dress for Success, Salary Negotiation, Starting a Small Business, ACAP 21 (Resumes, Cover Letters, Practice Interviews, Job Analyzer, etc)
Page 5

Current - Validated: Retirement - Active & AGR

Population Served -- Growing

Year	Active Soldiers	Retired Soldiers
1920	204,000	6,000
1950	593,000	42,000
1960	873,000	102,000
1970	1,323,000	282,000
1980	777,000	425,000
1990	732,000	489,000
2000	482,000	526,000



In FY10, the Army paid $17 Billion to Retired Soldiers and surviving spouses

Army Retirement Services

An Army Program Since 1955

Retirement is a process; not an event!

About 27,000 Soldiers retire each year

FY12 Population Served	Active Army	ARNG	USAR	Retired Soldiers	Surviving Spouses	Total
	565,463	361,561	204,803	878,403	249,162	2.26M

Pre-Retirement Policy

- 62 Retirement Services Officers
- Active Duty Death SBP
- Pre-Retirement Counseling
- SBP Counseling
- Retiring Soldier Commendation Program

Post-Retirement Policy

- Lifetime benefits advice & support
- Survivor Benefit Plan (SBP)
- *Army Echoes* Newsletter
- Retiree Councils
- Retiree Appreciation Days

AR 600-8-7 – "Retirement Services Program"

http://www.armyg1.army.mil/rso/default.asp

Throughout Your Retirement Planning

- Gather and study information needed to make critical retirement decisions
- Discuss the information with your <u>family</u>

Retirement Planning Step 1

Submit for Retirement

Applying for Length of Service (LOS) Retirement

- *How*
  - Officer - Chapter 6, AR 600-8-24, dated 12 April 2006
  - Enlisted - Chapter 12, AR 635-200, dated 6 Jun 2005
- *When*
  - Maximum: 12 months before desired retirement date
  - Minimum: All Officers - 9 months before start date of transition leave

    Enlisted – 9 months before retirement date

NOTE: Recommend 12-month lead time for smoother transition

Where

- General Officers: Notify GOMO, (703) 697-7994/9466, DSN 227
- COL & LTC (P): Notify Senior Leader Development (SLD), (703) 697-4995, DSN 227
- All others: Military Personnel Office, JAG Retirements (703) 588-6 and Chaplain Retirements (703) 601-1127

Other Retirement Considerations

Retirement date

- 1st day of the month if for length-of-service
- any date for disability retirement

Active Duty Service Obligation

In lieu of PCS

- apply within 30 calendar days of alert for a retirement date no more than 6 months from the date of the PCS alert or the first day of the month after the officer attains 20 years AFS, whichever is later.

Reassigned on a PCS

- must wait 1 year to retire (AR 350–100)

Retiring on same day as AD pay raise ***(final pay only)***

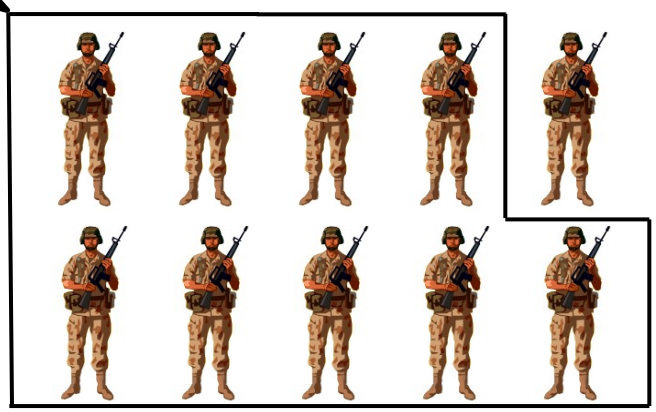
Retirement Planning Step 2

Contact your Retirement Services Officer (RSO) and attend a Pre-Retirement Briefing

NOTE: You may attend the Preretirement Briefing at any time – including before you apply for retirement

What Recently Retired Soldiers Said You Should Know About Retiring*

88% would advise other Soldiers to attend a Pre-Retirement Brief



76% of those who **did not attend** said their retirement **negatively affected** their perception of the Army

The majority recommend attending 10 months before retiring

* 5,402 responses to a Transition Experience Questionnaire sent to 25,000 randomly-selected Retired Soldiers who retired between 2007 and 2010

G-1, Human Resources Policy Directorate

Pre-Retirement Briefing Topics

- RSO Program
- Retired Pay & Taxes
- Cost of Living Allowances
- Transition Leave & PTDY
- Uniformed Services Former Spouses' Protection Act (USFSPA)
- SGLI VGLI
- Shipment of Household Goods
- Post-Service Employment and Ethics
- Space-A Travel
- ID Cards
- Combat-Related Special Compensation
- Concurrent Retirement and Disability Pay
- Retiree Mobilization
- Survivor Benefit Plan (Separate Brief)
- MyArmyBenefits
- Visit websites for complete information on TRICARE, VA Benefits, and Social Security

Calculate Your Retired Pay in 3 Steps

Step 1: Determine your DIEMS date (Date of Initial Entry into Military Service)

Step 2: Determine which pay plan you are eligible for based on your DIEMS date

Step 3: Use the appropriate formula to calculate your retired pay

Note: To validate your DIEMS date go to: https://www.erec.army.mil/DIEMS/diems_home.htm

Final Basic Pay Plan
(DIEMS Pre 8 Sep 80)

RETIRED PAY = (Years of creditable service X 2-1/2%) X Final Basic Pay

Commissioned service requirement

Time-in-grade requirement

Percentage multipliers can now exceed 100%

Full COLAs

Years of service	*20*	*21*	*22*	*23*	*24*	*25*	*26*	*27*	*28*	*29*	*30 thru 40*
Final Pay Multiplier %	**50**	**52.5**	**55**	**57.5**	**60**	**62.6**	**65**	**67.5**	**70**	**72.5**	**75 up to 100**

Or just go to **http://myarmybenefits.us.army.mil**
for your personal retirement calculation

High-36 Plan

(DIEMS between 8 Sep 80 and 31 Jul 86 and ~~DIEMS~~ on or post 1 Aug 86)

RETIRED PAY = (Years of creditable service x 2-1/2%) x average of highest 36 months basic pay

Typically an average of the last 36 months

Commissioned service requirement

Percentage multipliers can now exceed 100%

Full COLAs

Years of service	*20*	*21*	*22*	*23*	*24*	*25*	*26*	*27*	*28*	*29*	*30 thru 40*
High-3 Multiplier %	50	52.5	55	57.5	60	62.6	65	67.5	70	72.5	75 up to 100

Or just go to **http://myarmybenefits.us.army.mil** for your personal retirement calculation

Career Status Bonus (CSB)/REDUX Plan (DIEMS post – 1 Aug 86 – "Choice")

RETIRED PAY = (Years of creditable service x 2-1/2/%) minus 1% for each year under 30 years x average of highest 36 months of basic pay

2% per yr thru 20 yrs; 3.5% per yr thru 30 yrs; 2.5% thereafter

$30K Career Status Bonus (CSB) - 15th year

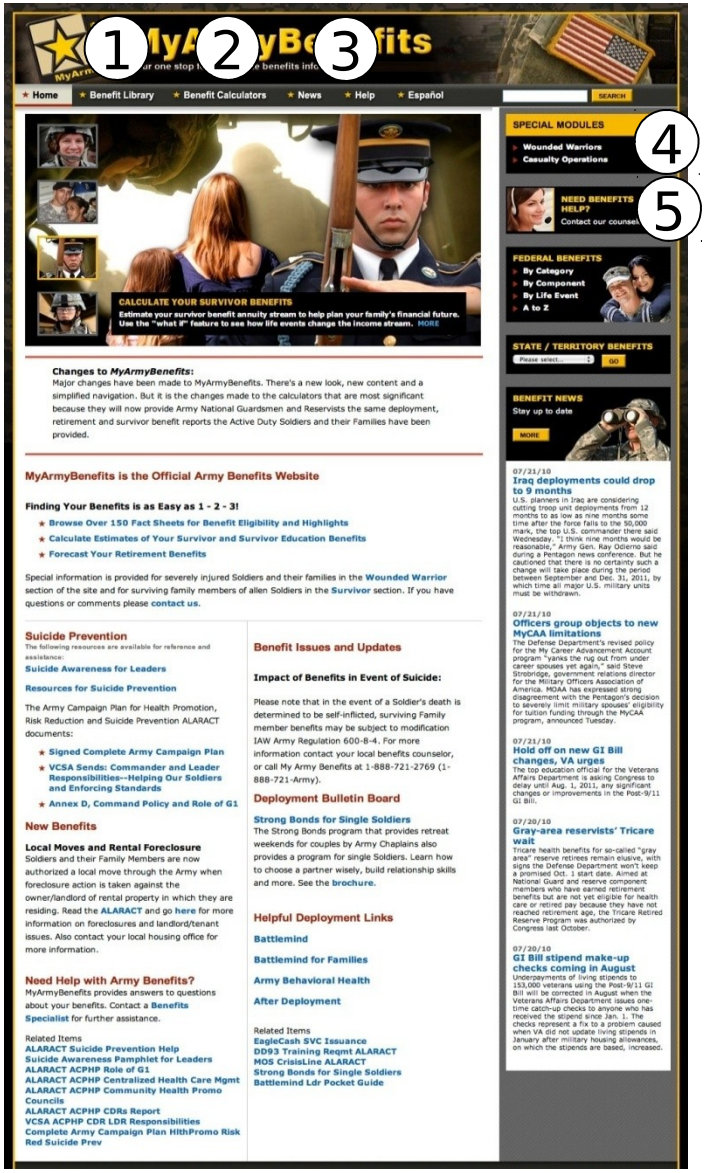
Percentage multipliers can now exceed 100%

COLA minus 1%; one-time catch-up COLA at 62; COLA minus 1% after

Years of service	***20***	***21***	***22***	***23***	***24***	***25***	***26***	***27***	***28***	***29***	***30 thru 40***
REDUX Multiplier %	**40**	**43.5**	**47**	**50.5**	**54**	**57.5**	**61**	**64.5**	**68**	**71.5**	**75 up to 100**
High-3/Final Multiplier %	**50**	**52.5**	**55**	**57.5**	**60**	**62.5**	**65**	**67.5**	**70**	**72.5**	**75 up to 100**

Or just go to **http://myarmybenefits.us.army.mil** for your personal retirement calculation

MyArmyBenefits



- Benefit Library (1)
  - Federal Fact Sheets
  - State and Territory Benefits Fact Sheets
  - Resource Locators
- **Benefit Calculators** (2)
  - **Retirement**
  - **Survivor Benefits**
  - Deployment Calculator
- Benefits Help Desk Operations (3)
- Wounded Warrior Special Module (4)
  - **Wounded Warrior / DRE Calculator**
  - Sustaining Income Calculator
- Casualty Operations Special Module (5)

http://myarmybenefits.us.army.mil

Links directly to DEERS information through AKO Single Sign On Authentication. Content available in English and Spanish with click of button

Retirement Planning Step 3

Contact your Army Career and Alumni Program (ACAP) office for assistance in preparing for a career after military service

Army Career and Alumni Program (ACAP)

- You may initiate the ACAP process 24 months before retirement.
- You **MUST** complete the mandatory Pre-Separation Counseling at least 12 months prior to your effective retirement date.
- Benefit for retirees – Eligible for ACAP services on a space-available basis - FOREVER!
- Consists of:
  - Pre-separation counseling
  - Job assistance workshops
  - Individual counseling
  - Job search resources
- ACAP Home Page:

http://www.acap.army.mil

Retirement Planning Step 4

Arrange for your retirement physical

Retirement Physical

- Army requires a retirement physical
- No more than 4 months, no less than 1 month, before retirement or start of transition leave
- Your last record of active duty health
- Assists with claim for VA service-connected disability

NOTE: Use the results of your retirement physical to apply for VA disability benefits under the Benefits Delivery at Discharge (BDD) Program while you are still on active duty. VA goal is to start disability payments within 60 -120 days of retirement. Visit the VA web site at http://www.va.gov or call 1-800-827-1000

TRICARE--An Overview

- When On Active Duty:
  - you are enrolled in TRICARE Prime and pay no fees
  - your family members pay no enrollment fees, but must choose a TRICARE option and apply for enrollment in TRICARE Prime

- When Retired: You and your family have 3 choices for health care --
  - **TRICARE Prime** -- MTFs are principal source of health care
    - ❖ fee is $520 per family or $260 per individual (annually)
  - **TRICARE Extra** -- the "preferred provider" option
    - ❖ no enrollment fee, but deductible and co-payments apply
  - **TRICARE Standard** -- "fee-for-service" option (the old CHAMPUS program)
    - ❖ no enrollment fee, but deductible and co-payments
  - *See your nearest TRICARE Health Benefits Advisor for more details*

Detailed TRICARE information available at http://www.tricare.mil

TRICARE Retiree Dental Plan

Who Is Eligible:

Retirees (any age!)
Gray area Reserve retirees, not yet age 60
Spouses, unremarried surviving spouses, and eligible children
of both groups

Where Available:

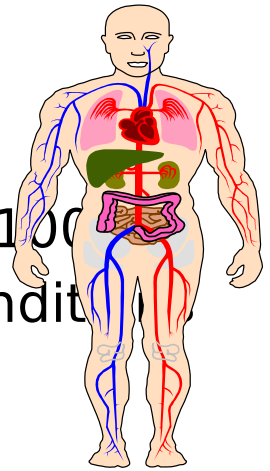
U.S., Puerto Rico, Canada, U.S. Virgin Islands, Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, and Overseas TRDP

Cost:

Dependent on location; monthly rates $25-$120
Costs borne by participant; no government subsidy
Must enroll within 120 days after retirement to skip the 12-month waiting
period

http://www.DDPdelta.org

VA Compensation for Service-Connected Disability



- VA rates disabilities 0% - 100%
  - Each % has an assigned dollar amount
  - 2012 basic rates: from $127 (10%) to $2769 (100%)
  - Free VA medical care for service-connected conditions
- Monthly payments
  - Begin at 10% (CAN be 0% disabled)
  - Tax-free
  - 30% & higher = Extra dependent allowance
  - *For retirees <u>≤50% disabled</u>,* offsets Military retired pay $ for $
- Combat Related Special Compensation (<u>http://www.crsc.army.mil)</u>
- Concurrent Retirement and Disability Pay (http://www.dfas.mil/retiredmilitary/disability/crdp.html)

Post 9/11 GI Bill Transferability

- A member on/after 1 AUG 09, who is eligible for the Post-9/11 GI Bill, and
  - Has >6 yrs of service on the date of election and agrees to serve 4 more years from the date of election, or
  - Has >10 yrs of service on the date of election, is precluded by policy or law from committing to 4 more years, and agrees to serve for the maximum time allowed by such policy or law, or
  - Is retirement-eligible between 1 AUG 11 and 1 AUG 12, and agrees to serve 3 more years of service after approval of the transfer.

- Active duty members anticipating at least a 20% service-connected disability rating, should first determine benefits entitled to under Vocational Rehabilitation and Employment (Chapter 31).

DOD: http://www.defense.gov/home/features/2009/0409_gibill/

VA: http://www.gibill.va.gov/

VA vocational and employment counseling 1-800-827-1000

VA education benefits specialist 1-888-GIBILL-1 (1-888-442-4551)

VetSuccess Program (Chapter 31):

VA Information Sources

Online:

- http://www.va.gov
- Send e-mail inquiries
- Download forms
- Get benefits information
- Apply for benefits

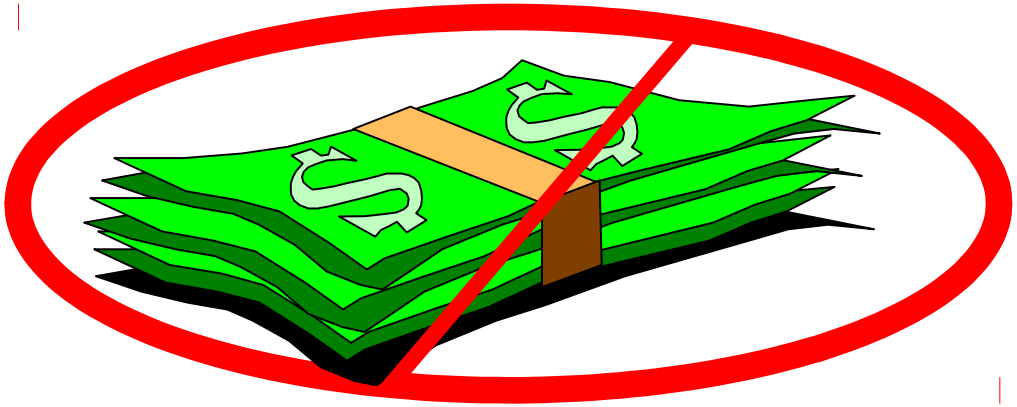
By Phone:

- Benefits: 1-800-827-1000
- Education: 1-888-GIBILL-1
- VA Life Insurance: 1-800-697-6947
- SGLI/VGLI: 1-800-419-1473
- TDD: 1-800-829-4833

In-Person:

- *County VA Director (blue pages of phone book)*

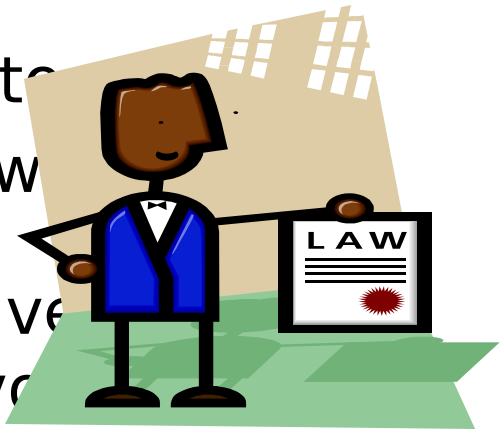
RETIRED PAY STOPS



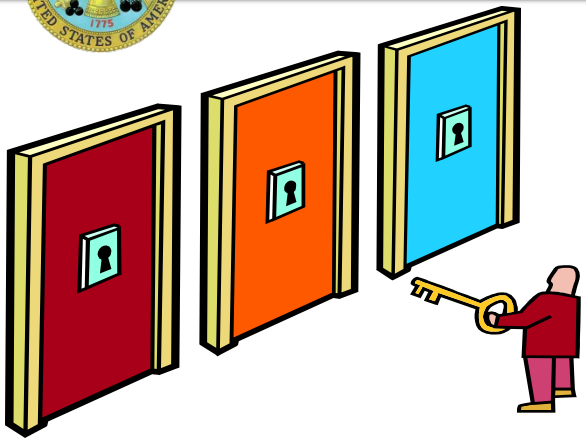
WITH THE DEATH
OF THE RETIRED SOLDIER
UNLESS YOU ELECT THE
SURVIVOR BENEFIT PLAN!

What is the Survivor Benefit Plan?

- A ***LAW*** enacted by Congress in 1972 t
  solve concerns about "destitute widow
- Sole means for Retired Soldiers to leave
  a portion of their retired pay to survivo
- The Federal Government pays the premiums while on active duty
- Decision at retirement -- begin to share cost



In FY10, 86% of retiring Soldiers took SBP



SBP Elections . . .

- Must be made ***before*** retirement
- Spouse concurrence is required ***by law*** if Soldier elects less than maximum SBP coverage for his/her spouse
- Are generally irrevocable, but ***may*** be cancelled with spouse's concurrence between months 25-36 following retirement

Six Election Categories

- Spouse Only
- Spouse & Children
- Children Only
- Former Spouse Only
- Former Spouse & Children
- Insurable Interest

SBP Positives

- Survivors receive 55% of your retired pay
- Spouses cannot outlive the annuity
- Government pays 50% of the premiums
- The annuity grows with inflation (COLA)
- Premiums are paid before retired pay taxes are calculated
- Age, health, smoking, sex, lifestyle -- not considered
- Flexible: can terminate between retirement years 2-3
- “Paid-up” after 30 years paying premiums + age 70
- Cost in today’s dollars; benefit in tomorrow’s dollars
- Can only be changed by Congress
- Income safety net; peace of mind
- Every active duty Soldier enrolled at no cost from Day One

Echoes

ECHOES
THE NEWSLETTER FOR RETIRED SOLDIERS, SURVIVING SPOUSES & FAMILIES
RETIRED
U.S.ARMY
A MESSAGE FROM
THE CHIEF OF STAFF
Raymond T. Odierno
General, United States Army
Chief of Staff
JAN-APR 2012
Greetings Retired Soldiers and Families,
I would like to thank you for your continued support to our Army. Building on your legacy of selfless service – in and out of uniform – our All-Volunteer Army remains the Nation's Force of Decisive Action – ready today and prepared for tomorrow. We are the strength of the Nation.
For the past decade, our military has proven itself in what I consider to be the most difficult conditions this Nation has ever faced. Our leaders at every level have displayed unparalleled ingenuity, flexibility, and adaptability. Our Service members have displayed mental and physical toughness and courage under fire. They have transformed our Armed Forces into the most versatile, agile, rapidly deployable, and sustainable strategic force in the world.
These accomplishments came at an enormous cost. More than 6,000 lives lost in Iraq and Afghanistan; more than 40,000 wounded. We will always honor their sacrifice in all that we do. In the Army alone, we've awarded more than 14,000 medals for valor over the last ten years, including six Medals of Honor and 22 Distinguished Service Crosses.
Today is like no other time in our history. It is a time of uncertainty and historic change. We face a multitude of security challenges, such as transnational and regional terrorism in places like Yemen, Somalia, North Africa, and Pakistan's Federally Administered Tribal Areas. We have the uncertainty of the Arab Spring, the proliferation of nuclear weapons and we face the challenges of rising powers such as China and India in the Asia-Pacific region. All of this is underpinned by our own fiscal challenges.
In the past, during periods of austerity, we've said, "We will have to do more with less." As we move ahead under significant budget restrictions, we will have to do "less with less." We will have to accept higher levels of risk than we have in the past. Determining where best to do so is the primary task before us. We'll reach these decisions in conjunction with a comprehensive review of our defense strategy.
As our Nation faces challenging fiscal decisions, military compensation will be reviewed. The Secretary of the Army and I will approach any recommendations to change compensation with great caution and thoughtful analysis. In making these evaluations, we are acutely aware of the unique and demanding requirements placed on our Soldiers and Families, as well as our responsibility to be good stewards of the taxpayers' money.
Despite the challenges, I am optimistic about the Army's future. My intent is to sustain a high-quality, All-Volunteer Army that remains the most decisive land force in the world; provides depth and
(Continued on page 4)
STILL PROUD. STILL SERVING. STILL SALUTING.
JAN-APR 2012
• Army RSO Message Pg. 2
• A Message from the SMA
• 2012 COLAs Announced Pg. 3
• Echoes Funded, But Concerns Remain
• Echoes Apps Are Here! Pg. 4
• Pay Dates Changed!
• Are You Ready for Tax Season? Pg. 4
• MyArmyBenefits: The Army's Home for Benefits Information
• Echoes Survey Question Pg. 7
• TRICARE Young Adult Prime Available
• Home Delivery from TRICARE Pharmacy Pg. 8
• VA, DOD Info Sharing Rules Updated
• VA Activates Online TAP
• Walgreens Loses TRICARE Network Status Pg. 9
• Exchange Recruits Retirees for Jobs
• Tax-ette Exchange Survey
• Shoppers Give Commissary High Marks
• Commissary Website Offers Shoppers New Savings Pg. 10
• Why Do I Have to "Participate" My SBP Election?
• Did You Receive Automatic RCSBP Coverage? Pg. 11
• USAR to Create New Regional Retirement Services Offices
• Joint USAR-ARNG Pre-Retirement Seminar Held
• Retirement Services Officer's List Pgs. 12-13
• Information Directory
• New Afghanistan Campaign Announced
• ARP, Payments Assistance Categories
• How to Change Your Address
• Update Your Retired Pay File Information
• The Reserve Component St. Louis Office Has Moved! Pgs. 14-15
• We Need Your Help! Pg. 16

- Official Army newsletter for Retired Soldiers and their Families
- 3 issues/year: JAN, MAY, SEP
- Mailed to **985K** readers at $0.35/rea
- Emailed to **46K** readers at $0/reader
- Sign up for *e-Echoes* at **http://www.armyg1.army.mil/rso/echoes_reg.asp**
- e-Echoes apps for Android & Apple devices, e-Book readers and RSS Feeds
- ALARACT 340/2011 dated 8 SEP 11: Starting 1 JAN 12, all retiring Soldiers ***must*** sign up for *e-Echoes* during out processing; they are no longer eligible for the hard copy edition

Retirement Services Officer (RSO)

- Every retiring/Retired Soldier and Family **WORLDWIDE** is supported by an RSO who will answer questions one-on-one
- Every RSO gives pre-retirement briefings – dates for group briefings are on their homepages

Joint Base Myer-Henderson Hall Pre-Retirement Briefing held the first Tuesday of each month in Town Hall (Bldg 243), 0800-1200. RSO contact information 703-696-5948, email fmmc-rso@conus.army.mil.

Fort Belvoir Pre-Retirement Briefing held bi-monthly (every second Wednesday) starting at the Barden Education Center (Bldg 1017), 0800-1200. RSO contact information 703-805-2675, e-mail gwendolyn.lott@conus.army.mil.

Fort Meade Pre-Retirement Briefing held the 3rd or 4th Friday each month (check website, reservations required) at Smallwood Hall. RSO contact information (301) 677-9600, email mderso@conus.army.mil

Where Do You Find Retirement Information?

- Army G-1 RSO Homepage http://www.armyg1.army.mil/rso/default.asp
  - DA Pre-Retirement Counseling Guide
  - Army Reserve Non-Regular Retirement Guide
  - Army National Guard Information Guide on Non-Regular Retirement
  - DA Survivor Benefit Plan (RCSBP) Briefing
- Army Installation Retirement Services Officers (RSOs)
- HRC Ft. Knox https://www.hrc.army.mil/site/reserve (For RC Soldiers)
  (requires Army Knowledge Online login) or 1-800-318-5298
- State RSOs can assist National Guard Soldiers
- USAR Regional Support Command RSOs coming soon

For more information

Army
http://www.armyg1.army.mil/retire

Air Force
http://www.retirees.af.mil/

Navy
http://www.public.navy.mil/bupers-npc/support/retired_activities/Pages/default.aspx

Marine Corps
https://www.manpower.usmc.mil/portal/page/portal/M_RA_HOME/MM/SR

Coast Guard
http://www.uscg.mil/ppc/ras/

Thank you for your Service!!

QUESTIONS?